

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Defense Finance & Accounting Service

### Complaint Activity

Data as of January 6, 2006 - End of First Quarter FY 2006

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
Complaint Activity	FY2006 end of 1 <sup>st</sup> Qtr	2005	2004	2003	2002	2001
1. Total # of Complaints Filed in Fiscal Year (FY)	13	84	99	118	147	117
2. Total # of Individuals Filing	13	77	84	106	125	99
3. Total # of Repeat Filers	0	7	12	9	12	10

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
4. Number of Complaints Raising Each of the Various Bases of Alleged Discrimination	FY2006 end of 1 <sup>st</sup> Qtr	2005	2004	2003	2002	2001
<i>Race</i>	7	53	41	58	82	64
<i>Color</i>	0	23	12	14	13	23
<i>Religion</i>	1	2	0	0	3	2
<i>National Origin</i>	2	7	10	21	7	10
<i>Sex (based on gender)</i>	5	44	40	48	54	48
<i>Disability</i>	1	26	23	55	30	35
<i>Age</i>	7	28	33	41	48	37
<i>Reprisal</i>	6	38	48	60	59	48
<i>Other</i>	NA	NA	0	NA	NA	NA

29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
5. Number of Complaints Raising Each of the Various Issues of Alleged Discrimination	FY2006 end of 1 <sup>st</sup> Qtr	2005	2004	2003	2002	2001
<i>Appointment/Hire</i>	0	4	4	1	5	2
<i>Assignment of Duties</i>	0	2	9	6	6	8
<i>Awards</i>	0	0	3	1	2	9
<i>Conversion to Full-time</i>	0	0	0	0	0	0
<i>Disciplinary Action</i>						
<i>Demotion</i>	0	1	2	1	3	0
<i>Reprimand</i>	0	2	7	1	3	2
<i>Suspension</i>	0	1	3	5	3	3
<i>Removal</i>	0	4	0	0	0	0
<i>Other</i>	0	4	4	3	4	0
<i>Duty Hours</i>	0	0	0	2	2	0
<i>Evaluation Appraisal</i>	0	14	17	15	24	23
<i>Examination/Test</i>	0	0	1	0	0	2
<i>Harassment</i>						
<i>Non-Sexual</i>	5	24	34	43	35	37
<i>Sexual</i>	0	5	4	5	2	4
<i>Medical Examination</i>	0	0	0	0	0	0
<i>Pay (Including Overtime)</i>	1	1	1	0	2	3
<i>Promotion/Non-Selection</i>	7	29	29	39	70	44
<i>Reassignment</i>						
<i>Denied</i>	0	1	1	0	3	2
<i>Directed</i>	0	0	2	2	4	8
<i>Reasonable Accommodation</i>	0	13	7	13	8	9
<i>Reinstatement</i>	0	0	0	0	0	0
<i>Retirement</i>	0	0	2	0	1	1
<i>Termination</i>	1	0	7	6	8	3
<i>Terms/Conditions of Employment</i>	0	5	3	8	19	10
<i>Time and Attendance</i>	0	8	6	14	13	4
<i>Training</i>	1	7	2	5	4	4
<i>Other</i>	2	2	1	7	11	12

29 CFR §1614.704(f)		
6. Average Length of Time to Complete Each Stage of the Complaint Process	FY2006 end of 1 <sup>st</sup> Qtr	
	Number	Average Days
<i>All complaints pending in Investigative Stage</i>	11	217
<i>All complaints pending in Final Agency Action Stage</i>	27	1183
<i>All complaints pending in which Hearing was not requested</i>	12	
<i>Time in Investigation Stage</i>	7	211
<i>Time to issue Final Agency Action</i>	6	280
<i>All complaints pending in which a Hearing was requested</i>	25	
<i>Time in Investigation Stage</i>	4	226
<i>Time to issue Final Agency Action</i>	21	1441

29 CFR §1614.704(g)		29 CFR §1614.705 Comparative Data Previous Fiscal Year Data				
7. Complaints Dismissed by Agency Pursuant to 1614.107(a)	FY2006 end of 1 <sup>st</sup> Qtr	2005	2004	2003	2002	2001
<i>Total Complaints Dismissed by Agency</i>	5	25	50	23	41	34
<i>Average days pending prior to dismissal</i>	12	23	34	56	134	190

29 CFR §1614.704(h)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
8. Final Agency Actions Involving a Finding Discrimination	2006 1 <sup>st</sup> Qtr											
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Total Number Findings</i>	0		2	100	1	100	3	100	1	100	2	100
<i>Without EEOC Admin. Hearing</i>	0		1	50	0		0		0		0	
<i>With EEOC Admin. Hearing</i>	0		1	50	1	100	3	100	1	100	2	100

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data Previous Fiscal Year Data									
9. Final Agency Actions Rendered Involving a Finding of Discrimination by Basis	2006 1 <sup>st</sup> Qtr		2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		2		1		3		1		2	
<b>Number Findings Rendered Without Hearing</b>	0		1		0		0		0		0	
<i>Race</i>	0		1	25	0		0		0		0	
<i>Color</i>	0		0		0		0		0		0	
<i>Religion</i>	0		0		0		0		0		0	
<i>National Origin</i>	0		0		0		0		0		0	
<i>Sex (include Equal Pay Act)</i>	0		1	25	0		0		0		0	
<i>Disability</i>	0		0		0		0		0		0	
<i>Age</i>	0		0		0		0		0		0	
<i>Reprisal</i>	0		0		0		0		0		0	
<b>Number Findings Rendered After Hearing*</b>	0		1		1		3		1		2	
<i>Race</i>	0		0		0		1	17	0		2	40
<i>Color</i>	0		0		0		1	17	0		0	
<i>Religion</i>	0		0		0		0		0		0	
<i>National Origin</i>	0		0		0		0		0		0	
<i>Sex (include Equal Pay Act)</i>	0		0		0		0		1	50	2	40
<i>Disability</i>	0		1	25	1	100	1	17	0		0	
<i>Age</i>	0		0		0		0		0		0	
<i>Reprisal</i>	0		1	25	0		3	50	1	50	1	20

*\*Note: Complainants may allege several issues and bases, therefore, the percentage is based on the total of each issue or basis (Ex: # findings rendered after hearing by basis for FY03= 6) . The figures have been rounded off and may not equal to 100%..*

29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
10. Final Agency Actions with a Finding of Discrimination by Issues	2006 1 <sup>st</sup> Qtr		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		2		0		3		1		2	
<b>Findings Without Hearing</b>	0		1		0		0		0		0	
<i>Appointment/Hire</i>	0		0		0		0		0		0	
<i>Assignment of Duties</i>	0		0		0		0		0		0	
<i>Awards</i>	0		0		0		0		0		0	
<i>Conversion to Full-time</i>	0		0		0		0		0		0	
<i>Disciplinary Action</i>	0		0		0		0		0		0	
<i>Demotion</i>	0		0		0		0		0		0	
<i>Reprimand</i>	0		0		0		0		0		0	
<i>Suspension</i>	0		0		0		0		0		0	
<i>Removal</i>	0		0		0		0		0		0	
<i>Other</i>	0		0		0		0		0		0	
<i>Duty Hours</i>	0		0		0		0		0		0	
<i>Evaluation Appraisal</i>	0		0		0		0		0		0	
<i>Examination/Test</i>	0											
<i>Harassment</i>	0		0		0		0		0		0	
<i>Non-Sexual</i>	0		1	50	0		0		0		0	
<i>Sexual</i>	0		0		0		0		0		0	
<i>Medical Examination</i>	0		0		0		0		0		0	
<i>Pay (Including Overtime)</i>	0		0		0		0		0		0	
<i>Promotion/Non-Selection</i>	0		0		0		0		0		0	
<i>Reassignment</i>	0		0		0		0		0		0	
<i>Denied</i>	0		0		0		0		0		0	
<i>Directed</i>	0		0		0		0		0		0	
<i>Reasonable Accommodation</i>	0		0		0		0		0		0	
<i>Reinstatement</i>	0		0		0		0		0		0	
<i>Retirement</i>	0		0		0		0		0		0	
<i>Termination</i>	0		0		0		0		0		0	
<i>Terms/Conditions of Employment</i>	0		0		0		0		0		0	
<i>Time and Attendance</i>	0		0		0		0		0		0	

10. Final Agency Actions with a Finding of Discrimination by Issues (Continued)	2006 1 <sup>st</sup> Qtr		2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Training</i>	0		0		0		0		0		0	
<i>Other</i>	0		0		0		0		0		0	
<b>Findings After Hearing</b>	0		1		0		3		1		2	
<i>Appointment/Hire</i>	0		0		0		0		0		0	
<i>Assignment of Duties</i>	0		0		0		1	17	0		0	
<i>Awards</i>	0		0		0		0		0		0	
<i>Conversion to Full-time</i>	0		0		0		0		0		0	
<i>Disciplinary Action</i>	0		0		0		0		0		0	
<i>Demotion</i>	0		0		0		0		0		0	
<i>Reprimand</i>	0		0		0		0		0		0	
<i>Suspension</i>	0		0		0		0		0		0	
<i>Removal</i>	0		0		0		0		0		0	
<i>Other</i>	0		0		0		0		0		1	33
<i>Duty Hours</i>	0		0		0		0		0		0	
<i>Evaluation Appraisal</i>	0		0		0		1	17	0		1	33
<i>Examination/Test</i>	0		0		0		0		0		0	
<i>Harassment</i>	0		0		0		0		0		0	
<i>Non-Sexual</i>	0		0		1	100	0		0		0	
<i>Sexual</i>	0		0		0		0		0		0	
<i>Medical Examination</i>	0		0		0		0		0		0	
<i>Pay (Including Overtime)</i>	0		0		0		1	17	0		0	
<i>Promotion/Non-Selection</i>	0		1	50	0		2	33	1	100	0	
<i>Reassignment</i>	0		0		0		0		0		0	
<i>Denied</i>	0		0		0		0		0		0	
<i>Directed</i>	0		0		0		0		0		0	
<i>Reasonable Accommodation</i>	0		0		0		0		0		0	
<i>Reinstatement</i>	0		0		0		0		0		0	
<i>Retirement</i>	0		0		0		0		0		0	
<i>Termination</i>	0		0		0		0		0		0	
<i>Terms/Conditions of Employment</i>	0		0		0		0		0		1	33
<i>Time and Attendance</i>	0		0		0		0		0		0	
<i>Training</i>	0		0		0		1	17	0		0	
<i>Other</i>	0		0		0		0		0		0	

29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data				
11. Number of Pending Complaints that were filed in prior fiscal years	2006 1 <sup>st</sup> Qtr	Previous Fiscal Year Data				
		2005	2004	2003	2002	2001
<i>Total complaints from previous Fiscal Years</i>	59	39	68	175	169	168
<i>Total Complainants</i>	45	16	38	133	127	129
Complaints pending by stage that were filed in prior fiscal years [as of 09/30 --per EEOC's request]:						
<i>Investigation</i>	12	0	0	73	60	77
<i>ROI issued, pending Complainant's action</i>	5	0	0	2	2	3
<i>Hearing</i>	33	31	61	36	34	41
<i>Final Agency Action</i>	9	8	7	64	73	47
<i>Appeal with EEOC Office of Federal Operations</i>	31	16	46	NA*	NA*	NA*
*Data not available.						
29 CFR §1614.704(l)		29 CFR §1614.705 Comparative Data				
12. Complaints Filed in Reporting Year Pending the Completion of Investigation	2006 end of 1 <sup>st</sup> Qtr	Previous Fiscal Year Data				
		2005	2004	2003	2002	2001
<i>Number Pending Completion of Investigation</i>	17	17	31	72	73	60
<i>Pending Investigations Over Required Time Frames (180 days)</i>	2	6	7	23	24	13